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ABSTRACT

In 1988, opinion surveys were administered to 5 different respondent groups at each of the 15 pilot sites participating in North Carolina's Career Development Program (CDP) for educators. Five separate questionnaires were developed for the following respondent groups: (1) teachers; (2) principals and assistant principals; (3) central office staff and special groups of educators; (4) school superintendents; and (5) school board members. The questionnaires focused on the respondents' opinions of the CDP. Of the 7,354 surveys sent to the pilot sites, 6,528 were returned (overall response rate of 89%). Specific questions were asked about teacher and principal performance evaluation and the evaluation criteria for other positions. The comprehensive survey yielded many perceptions of the CDP. Teachers, central office personnel, and special groups of educators were more positive in their responses when they had more than 10 years of experience, while principals and assistant principals tended to be more positive with experience over 11 years. Overall, principals and assistant principals were more positive than were teachers on 50 of the 54 questions asked of both groups. Twenty-four tables present survey results, which can be useful at the state level as well as the pilot site level. (SLD)

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Opinion Surveys: Various Perceptions from Different Response Groups

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Opinion Surveys: Various Perceptions from Different Response Groups

In the spring of 1988, opinion surveys were administered to five different respondent groups at each of the 15 pilot sites participating in North Carolina's Career Development Program. This was one of the most comprehensive data collection activities carried out by the study team. The survey questionnaires were sent to all personnel in the 15 pilots sites who were eligible to participate in the Career Development Program (CDP) and to all school board members at each pilot site. This paper describes the methodology and highlights the results of the opinion surveys.

Description of Methodology

During the development of the study proposal, Dr. Carol Furtwengler, principal investigator, spent a week in North Carolina collecting information and opinions about the CDP. This was done by: 1) meeting with the education subcommittee of the government operations commission; 2) interviewing key personnel in the State Department of Public Instruction; 3) attending a statewide CDP coordinators' meeting and having the coordinators complete a short questionnaire; and 4) interviewing a cross-section of personnel at one CDP pilot site. The information gained from these activities and from printed reports and documents pertaining to the CDP became the basis for the development of the questions on the opinion surveys.

Five separate opinion questionnaires were developed, one for each of the five different respondent groups—teachers, principals and assistant principals, central office staff and special groups of educators, superintendents, and school board members. Specific information was needed about the Teacher Performance Appraisal System (TPAS) from teachers and about the Principal Performance Appraisal System (PPAS) and Assistant Principal Performance Appraisal System (APPAS) from principals and assistant principals. Central office personnel and personnel included as special groups of educators (i.e., media specialists, guidance couselors, psychologists) had a questionnaire that addressed the evaluation criteria for their positions.

The study team met twice to review the questions on the opinion surveys as they were being developed and finalized. Major categories were identified for the grouping of questions. These included: Performance Appraisal Evaluation Systems, Observer/Evaluators, Staff Development, and Program Goals. Where possible, the same questions were asked of different respondent groups so comparisons could be made in the differences of opinion across groups.

Demographic information was collected from all certified personnel who completed a questionnaire. These items included: school and school system; grade level and subject area assignment; administrative assignment; years of experience in current positions in North Carolina; current Career Status; highest level for which the respondent had been evaluated; race; and sex. Demographic information from school board members included school system, race, and sex.

In April, 1988, a pilot test of the questionnaires was conducted in one county. It was decided to pilot test the surveys in the largest pilot site, since it would have a more diverse population and be more representative of various demographic characteristics. The pilot test consisted of a two-part process. The first included the actual administration of the questionnaire to approximately 100 teachers who represented various demographic characteristics (K-12, race, rural vs. urban, and sex). Five principal and assistant principal questionnaires, two school board questionnaires, and one superintendent questionnaire also were administered and, again, to respondents who represented as many different demographic characteristics as possible.

The second part of the pilot test asked the respondents to review the questions and to write comments when questions were not clear or were not relevant. Respondents also were asked to indicate if any important questions were not asked that they would like included on the survey.

After reviewing the results of the pilot test, the surveys were edited to reflect the information gleaned from the respondents. The opinion surveys were then finalized and sent to the General Assembly's education subcommittee for approval before distribution to local pilot units. The opinion surveys (7,354) were sent to the pilot sites in May, 1988 to be completed and returned before the end of the 1987-88 school year.

As survey response cards were received, they were examined for completion of information and coding. The data were then electronically scanned into a computer database, edited for accuracy, and analyzed.

Results of the Opinion Survey

Of the 7,354 opinion surveys sent to the pilot sites, 6,528 were returned, an overall response rate of 89%. The superintendents had the highest response rate—100%. This was followed by a 99% response rate for principals, an 89% response rate for teachers, an 81% response rate for central office personnel and special groups of educators, and a 71% response rate for school board members.

Reliability coefficients for each opinion survey type were calculated as follows: teachers, .999; principals and assistant principals, .989; central office personnel and special groups of educators, .982; school board members, .939; and superintendents .883. These coefficients indicate that the instruments present very stable or consistent results.

Table 1 contains the mean scores by item for teachers, principals and assistant principals, central office staff and special groups of educators, and school board members. Except for Table 2, superintendents are not included in any analyses because of the small number of respondents (N = 15). The opinion surveys used a 5-point scale (where 5 = strongly agree, 4 = agree, 3 = neither agree nor disagree, 2 = disagree, and 1 = strongly disagree) to obtain the mean scores. Items that were numbered 35, 38, and 50 on the questionnaires were negative questions, and, therefore, have a reverse meaning when applying the rating scale. (These item numbers refer to the teacher questionnaire.) This means that a value below 3.0 is a positive response to these three questions. Many identical questions were asked across respondent groups. Table 1 reveals comparative mean scores for these items by response group.

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Opinions About the Care
Expressed on a Survey of

Opinion Statement[a]	Item No.
TPAI Functions 1-5 are appropriate criteria	6[b]
TPAI Functions 6-7 are appropriate criteria	7
TPAI Function 8 contains appropriate criteria	8
Pre-observation is necessary for every formal observation	9
Pre-observation is helpful to observer	10
Pre-observation conference is helpful to me	11
FODI provides accurate record of teaching performance	12
FODA provides accurate record of observation	13
Post-observation conference provides effective feedback	14
PDP needs are monitored by my principal	15
Career Status I standards are appropriate	16
Career Status II standards are stringent enough	17
Four observations are minimum for *obtaining* CS II	18
Fewer than four observations for *maintaining* CS II	19
I understand the 6-point rating scale for CS	20
6-point rating scale is appropriate for determining CS	21
Appeals process used by local panel is fair	22
Appeals process used by our school board is fair	23
Local steering committee listens to my concerns	24
System provided information I need to understand CDP	25
System provided information I need to apply for CDP	26
Principal has been in my classroom more frequently	27
I agree with results of my year-end evaluation	28
Only CS II teachers should have additional duties	29
Only CS II teachers should work additional time	30
TPAS has improved the teacher evaluation process	31
My system has fair and reasonable procedures for CDP	32
Pay teachers based on experience and performance	33
Amount of time required by CDP is reasonable	34

[a]All responses received a numerical value of 1 to 5 as follows:
5 = Strongly Agree; 4 = Agree; 3 = Neither Agree nor Disagree; 2 = Disagre

[b]The first five items on the questionnaires collected demographic information
These are the item numbers from the teacher questionnaire.

ble 1

er Development Program
Personnel in 15 Pilot Sites

Mean Response for Personnel Group			
Teachers	Principals	Central Office/Special Groups	School Board Members
3.759	4.383 }		
3.404	3.824 }	3.758	
3.118	3.792		
3.505	2.390		
4.065	3.629		
3.576			
3.163	3.948		
3.293	3.997		
3.792	4.283		
3.395	3.734	3.732	
3.645	4.128	3.760	
3.933	3.455	3.611	
3.612	4.047		
3.928	3.805		
3.839	4.233	4.048	
3.357	3.677	3.645	
3.157	4.116	3.559	4.183
3.146	3.702	3.421	4.314
3.623	4.078	3.921	4.191
3.868		4.148 }	4.653
4.012		4.299 }	
3.160	3.473		
3.651	3.672	3.993	
2.480	2.536		3.057
2.223	2.487		2.443
3.289	4.294		3.958
3.558	4.289	3.906	4.375
4.011	4.478	4.324	4.507
3.394	4.012	3.660	

(continued on next page)

; 1 = Strongly Disagree.
from the respondent.

Table 1 (Continued)

Opinion Statement	Item No.	Mean Response for Personnel Group: Teachers	Principals	Central Office/Special Groups	School Board Members
CDP instructional process makes teaching regimented	35[a]	3.344	2.328	2.933	
CDP in our school system has been positive	36	3.070	3.882	3.424	3.817
The evaluation process is fair and objective	37	3.109		3.462	3.873
CDP should be *eliminated* in North Carolina	38[a]	2.647	1.780	2.173	1.681
CDP should be *retained* but improved in NC	39	3.480	4.059	3.827	4.157
CDP should be *expanded* to other NC school systems	40	3.328	4.103	3.694	4.028
My system has a fair method for selecting OEs	41	3.325	3.878		
My OEs have received sufficient training	42	3.721	4.183		
My OEs have good interpersonal skills	43	3.849	4.159		
My OEs try to understand my feelings about instruction	44	3.761			
Principal tries to understand my feelings about instruction	45	3.865			
My OEs' feedback improves my classroom performance	46	3.576	4.086		
My principal is an effective observer	47	3.927			
My principal is an effective evaluator	48	3.848	4.336		
My OEs are effective observers	49	3.835	4.192		
Principal's year-end decision should not include OEs	50[a]	2.540	2.227		1.915
ETT has provided common language about instruction	51	3.796	4.385	4.041	
ETT has helped improve my classroom instruction	52	3.429	4.331	3.741	4.208
Principal monitors needs identified by observations	53	3.504	4.045		
PDP helped to make me a more effective teacher	54	3.105	3.628	3.506	
CDP encourages discussing instruction and sharing information	55	3.095	3.507	3.328	
Mentors and support teams have helped new teachers	56	3.466	4.153	3.713	3.971
CDP has increased effectiveness of teachers	57	3.232	4.131	3.604	4.014
CDP provides incentives for good teachers to remain	58	2.966	3.529	3.399	3.958
Community believes CDP is helping to improve schools	59	2.952	3.515	3.193	3.437
CDP will help attract more people into teaching	60	2.577	3.410	3.129	3.732
CDP will improve the quality of teaching	61	3.123	4.084	3.573	4.056
CDP will improve the quality of school/district administration	62	2.965	3.835	3.300	3.771
CDP has encouraged teachers to improve teaching	63	3.408	4.192	3.793	4.127
CDP has had a positive effect on students	64	2.886	3.808	3.244	3.618
CDP is identifying and rewarding teachers at CS II	65	3.117	3.965	3.397	3.942
CDP has increased my satisfaction with my career	66	2.784	3.558	3.171	

[a]Reversed scale: For these items, a mean value above 3.0 tends to be negative; a mean value below 3.0 tends to be positive.

Superintendents, principals, and assistant principals were asked specific questions about the PPAS. Other respondent groups were not asked these questions since they have no direct experience with the PPAS. Table 2 represents mean responses to items unique to the evaluation system used with principals and assistant principals. This table also reflects one question pertaining to improvement of administrative skills that was asked of school board members.

Extensive tables appear in the Appendix which reveal the results of multiple analyses done on the opinion survey data. Table 3 contains a reference chart that indicates the item numbers across questionnaires that measured the same content. Tables 4 to 24 include mean scores and standard deviations by item for selected response groups according to the respondents' years of experience in position, current career status, highest level evaluated, race, sex, grade level, and by type of respondent. These mean scores were compared for the various groups and the larger mean was considered to be more positive. These analyses were not based on a test of significance.

Highlights of comparisons of the means shown in Tables 4 through 24 (in Appendix) reveal that:

Teachers, central office personnel, and special groups of educators are more positive in their responses when they have 10 or fewer years of experience than when they have more than 10 years of experience.

Principals and assistant principals are more positive in their responses when they have 11 or more years of experience than when they have fewer years of experience. The one exception to this is that the latter group is more positive on five of the questions asked about OEs.

In all respondent groups, personnel who hold Career Status II are more positive about the CDP than personnel whose status is below Career Status II.

Teachers, central office personnel, and special groups of educators who have applied for Career Status II are more positive than those who have not applied for Career Status II; principals and assistant principals who have applied for Career Status II are more positive than those who have not applied on the subjects of staff development and program goals.

Caucasians are more positive than blacks about all aspects of the CDP except staff development; black principals are more positive about the PPAS than are caucasian principals.

Female teachers, principals, assistant principals, and school board members are more positive about the CDP than are their male counterparts; males among central office personnel and special groups of educators are more positive about the CDP than their female counterparts.

Table 2

Opinions Expressed About Aspects of the Appraisal Systems for Principals and Assistant Principals by Survey Respondents in 15 Pilot Sites

	Mean Response by Personnel Group		
	Principals	Superintendents	School Board
CDP encouraged principals to improve their administrative skills	3.941	4.533	3.913
School system provided information needed to understand the CDP	4.348	4.600	
School system provided information needed to apply for CDP	4.338	4.667	
Criteria used for performance appraisal of principals are appropriate	3.880	3.000[a] 3.133[b]	
Agree with results of year-end evaluation	4.027	3.867	
Amount of time required by principals for CDP is reasonable	2.818	3.333	
CDP has resulted in more effective educators in pilot sites	4.108	4.667	
Evaluation process (PPAS) is fair and objective	3.904	3.600	
Principals received sufficient training to be effective evaluators		4.133	

[a]Principal Appraisal System
[b]Assistant Principal Appraisal System

K-5 teachers are more positive than teachers of other grade levels. Principals responsible for grades 9-12 are more positive than principals at other grade levels, with the exception that K-5 principals are more positive about staff development components. Among central office personnel and special groups of educators, those assigned to the central office are more positive than those at other locations.

The responses of principals and assistant principals vary when compared to each other as respondent groups; principals are more positive about OEs, staff development, and program goals, while assistant principals are more positive about the CDP and the PPAS/APPAS.

Overall, principals and assistant principals are more positive than teachers on 50 of the 54 survey questions that were asked both respondent groups.

Conclusion

The comprehensive opinion survey conducted within the 15 pilot sites yielded many perceptions of the CDP from all personnel eligible for the program. It also provided opinions of local policy makers—the boards of education. The return rate for the surveys was unusually high (89%), and the questions were extremely reliable. In all, 6,528 sets of responses were analyzed. The results presented here should be examined closely by those wishing to understand the perceptions of the involved personnel. These data are important at the state level as well as the individual pilot site level.

APPENDIX

Table 3

ITEM NUMBERS* FOR EACH REPONDENT GROUP BY QUESTIONNAIRE STATEMENT

	Teachers	Principals	Central Office/Special Groups	School Board
Career Development Program				
TPAI Functions 1-5 are appropriate criteria	6	7		--
TPAI Functions 6-7 are appropriate criteria	7	8	6	--
TPAI Function 8 contains appropriate criteria	8	9		--
Pre-observation is necessary for every formal observation	9	10	--	--
Pre-observation is helpful to observer	10	11	--	--
Pre-observation conference is helpful to me	11	--	--	--
FODI provides accurate record of teaching performance	12	12	--	--
FODA provides accurate record of observation	13	13	--	--
Post-observation conference provides effective feedback	14	14	--	--
PDP needs are monitored by my principal	15	15	7	--
Career Status I standards are appropriate	16	16	8	--
Career Status II standards are stringent enough	17	17	9	--
Four observations are minimum for *obtaining* CS II	18	18	--	--
Fewer than four observations for *maintaining* CS II	19	19	--	--
I understand the 6-point rating scale for CS	20	20	10	--
6-point rating scale is appropriate for determining CS	21	21	11	--
Appeals process used by local panel is fair	22	22	12	6
Appeals process used by our school board is fair	23	23	13	7
Local steering committee listens to my concerns	24	24	14	5
System provided information I need to understand CDP	25	--	15	3
System provided information I need to apply for CDP	26	--	16	
Principal has been in my classroom more frequently	27	25	--	--
I agree with results of my year-end evaluation	28	26	17	--
Only CS II teachers should have additional duties	29	27	--	8
Only CS II teachers should work additional time	30	28	--	9
TPAS has improved the teacher evaluation process	31	29	--	11
My system has fair and reasonable procedures for CDP	32	30	18	4
Pay teachers based on experience and performance	33	31	19	10
Amount of time required by CDP is reasonable	34	32	20	--
CDP instructional process makes teaching regimented	35	33	21	--
CDP in our school system has been positive	36	34	22	12
The evaluation process is fair and objective	37	--	23	13
CDP should be *eliminated* in North Carolina	38	35	24	14
CDP should be *retained* but improved in NC	39	36	25	15
CDP should be *expanded* to other NC school systems	40	37	26	16
Observer/Evaluators (O/Es)				
My system has a fair method for selecting OEs	41	38	--	--
My OEs have received sufficient training	42	39	--	--
My OEs have good interpersonal skills	43	40	--	--
My OEs try to understand my feelings about instruction	44	--	--	--
Principal tries to understand my feelings about instruction	45	--	--	--
My OEs' feedback improves my classroom performance	46	41	--	--
My principal is an effective observer	47	--	--	--
My principal is an effective evaluator	48	43	--	--
My OEs are effective observers	49	42	--	--
Principal's year-end decision should not include OEs	50	44	--	17

* -- indicates that the questionnaire statement was not asked of that respondent group

Table 3 (Continued)

	Teachers	Principals	Central Office/Special Groups	School Board
Staff Development				
ETT has provided common language about instruction	51	45	27	--
ETT has helped improve my classroom instruction	52	46	28	18
Principal monitors needs identified by observations	53	47	--	--
PDP helped to make me a more effective teacher	54	48	29	--
CDP encourages discussing instruction and sharing information	55	49	30	--
Mentors and support teams have helped new teachers	56	50	31	19
Program Goals				
CDP has increased effectiveness of teachers	57	58	32	20
CDP provides incentives for good teachers to remain	58	59	33	21
Community believes CDP is helping to improve schools	59	60	34	22
CDP will help attract more people into teaching	60	61	35	23
CDP will improve the quality of teaching	61	62	36	24
CDP will improve the quality of school/district administration	62	63	37	25
CDP has encouraged teachers to improve teaching	63	64	38	26
CDP has had a positive effect on students	64	65	39	27
CDP is identifying and rewarding teachers at CS II	65	66	40	28
CDP has increased my satisfaction with my career	66	67	41	--

Table 4

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR TEACHERS BY TOTAL YEARS OF TEACHING EXPERIENCE IN NORTH CAROLINA AND ITEM

	0-10 Years (N=2200)		11+ Years (N=3257)	
ITEM	MEAN	SD	MEAN	SD
ITEM 6	3.803	0.937	3.733	1.080
ITEM 7	3.455	1.008	3.371	1.122
ITEM 8	3.131	1.120	3.111	1.198
ITEM 9	3.535	1.230	3.481	1.282
ITEM 10	4.078	0.931	4.055	0.910
ITEM 11	3.597	1.115	3.560	1.149
ITEM 12	3.233	1.061	3.122	1.156
ITEM 13	3.366	0.993	3.249	1.098
ITEM 14	3.861	0.926	3.748	1.007
ITEM 15	3.570	1.072	3.412	1.089
ITEM 16	3.622	0.997	3.663	1.036
ITEM 17	3.845	0.935	3.991	0.989
ITEM 18	3.612	1.060	3.618	1.163
ITEM 19	3.714	1.155	4.073	1.109
ITEM 20	3.811	1.007	3.861	1.015
ITEM 21	3.346	1.057	3.367	1.134
ITEM 22	3.144	0.800	3.168	1.001
ITEM 23	3.146	0.784	3.148	0.987
ITEM 24	3.599	0.902	3.642	0.986
ITEM 25	3.767	0.884	3.937	0.876
ITEM 26	3.859	0.845	4.114	0.748
ITEM 27	3.093	1.079	3.205	1.207
ITEM 28	3.712	1.089	3.615	1.188
ITEM 29	2.108	1.261	2.734	1.447
ITEM 30	1.870	1.082	2.465	1.327
ITEM 31	3.300	1.095	3.288	1.208
ITEM 32	3.569	0.904	3.556	1.037
ITEM 33	4.027	0.910	4.002	1.024
ITEM 34	3.339	1.026	3.436	1.078
ITEM 35	3.299	1.199	3.371	1.261
ITEM 36	3.058	1.145	3.083	1.212

	0-10 Years (N=22000		11+ Years (N=3257)	
ITEM	MEAN	SD	MEAN	SD
ITEM 37	3.146	1.116	3.089	1.210
ITEM 38	2.596	1.242	2.679	1.367
ITEM 39	3.571	1.129	3.425	1.221
ITEM 40	3.401	1.209	3.285	1.327
ITEM 41	3.365	1.014	3.304	1.144
ITEM 42	3.692	0.916	3.742	0.954
ITEM 43	3.879	0.913	3.831	0.985
ITEM 44	3.796	1.006	3.742	1.075
ITEM 45	3.862	1.062	3.868	1.110
ITEM 46	3.671	1.014	3.516	1.112
ITEM 47	3.934	0.948	3.927	1.010
ITEM 48	3.851	1.006	3.847	1.051
ITEM 49	3.860	0.912	3.824	0.994
ITEM 50	2.465	1.260	2.586	1.343
ITEM 51	3.769	0.924	3.815	0.955
ITEM 52	3.444	1.096	3.424	1.144
ITEM 53	3.503	0.964	3.506	0.995
ITEM 54	3.091	1.128	3.117	1.163
ITEM 55	3.125	1.127	3.076	1.186
ITEM 56	3.475	1.092	3.463	1.042
ITEM 57	3.238	1.076	3.234	1.175
ITEM 58	2.931	1.215	2.960	1.290
ITEM 59	2.971	0.866	2.941	0.977
ITEM 60	2.578	1.122	2.581	1.180
ITEM 61	3.156	1.148	3.106	1.229
ITEM 62	3.004	1.092	2.943	1.175
ITEM 63	3.416	1.087	3.406	1.171
ITEM 64	2.920	1.087	2.868	1.172
ITEM 65	3.068	1.159	3.156	1.273
ITEM 66	2.777	1.231	2.794	1.358

Table 5

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR PRINCIPALS/ASSISTANT PRINCIPALS FOR TOTAL YEARS OF EXPERIENCE IN CURRENT POSITION AND ITEM

	0-10 Years (N=182)		11+ Years (N=164)	
ITEM	MEAN	SD	MEAN	SD
ITEM 7	4.361	0.653	4.407	0.701
ITEM 8	3.800	0.936	3.851	0.917
ITEM 9	3.782	0.935	3.802	1.002
ITEM 10	2.341	1.316	2.444	1.370
ITEM 11	3.570	1.022	3.693	0.964
ITEM 12	3.938	0.840	3.957	0.781
ITEM 13	4.000	0.752	3.994	0.724
ITEM 14	4.267	0.604	4.301	0.704
ITEM 15	3.691	0.807	3.781	0.881
ITEM 16	4.061	0.778	4.201	0.823
ITEM 17	3.422	1.233	3.491	1.312
ITEM 18	3.989	0.951	4.110	0.997
ITEM 19	3.756	1.278	3.860	1.203
ITEM 20	4.239	0.874	4.226	0.816
ITEM 21	3.612	1.141	3.748	1.124
ITEM 22	4.046	0.973	4.193	0.848
ITEM 23	3.578	1.263	3.836	1.102
ITEM 24	4.078	0.814	4.077	0.794
ITEM 25	3.425	1.379	3.525	1.274
ITEM 26	3.643	0.683	3.702	0.723
ITEM 27	2.520	1.374	2.555	1.389
ITEM 28	2.475	1.304	2.500	1.368
ITEM 29	4.317	0.719	4.270	0.817
ITEM 30	4.272	0.804	4.307	0.670
ITEM 31	4.413	0.694	4.472	0.632
ITEM 32	4.065	0.770	3.951	0.876
ITEM 33	2.241	1.055	2.457	1.169
ITEM 34	3.874	0.921	3.889	0.972
ITEM 35	1.689	0.874	1.882	1.115
ITEM 36	4.123	0.807	3.981	0.945
ITEM 37	4.134	0.877	4.068	0.960

	0-10 Years (N=182)		11+ Years (N=164)	
ITEM	MEAN	SD	MEAN	SD
ITEM 38	3.800	1.021	3.956	0.857
ITEM 39	4.192	0.739	4.174	0.746
ITEM 40	4.164	0.753	4.154	0.727
ITEM 41	4.113	0.722	4.056	0.782
ITEM 42	4.190	0.701	4.185	0.642
ITEM 43	4.423	0.647	4.241	0.833
ITEM 44	2.107	1.241	2.358	1.224
ITEM 45	4.413	0.613	4.354	0.665
ITEM 46	4.300	0.724	4.366	0.730
ITEM 47	4.023	0.669	4.069	0.645
ITEM 48	3.609	0.985	3.650	0.940
ITEM 49	3.466	0.952	3.553	1.048
ITEM 50	4.098	0.750	4.213	0.857
ITEM 51	4.315	0.711	4.384	0.713
ITEM 52	4.302	0.652	4.378	0.620
ITEM 53	3.799	0.926	3.969	0.849
ITEM 54	4.023	0.885	4.031	0.845
ITEM 55	2.822	1.269	2.814	1.415
ITEM 56	4.078	0.787	4.141	0.785
ITEM 57	3.923	0.833	3.884	0.889
ITEM 58	4.106	0.759	4.159	0.791
ITEM 59	3.489	0.994	3.580	1.073
ITEM 60	3.527	0.715	3.506	0.890
ITEM 61	3.358	0.934	3.469	1.104
ITEM 62	4.103	0.756	4.061	0.858
ITEM 63	3.796	0.867	3.878	0.951
ITEM 64	4.160	0.685	4.227	0.780
ITEM 65	3.731	0.856	3.870	0.913
ITEM 66	3.867	0.881	4.073	0.876
ITEM 67	3.555	1.079	3.568	1.125
ITEM 68	3.950	0.781	3.932	0.995

Table 6

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY TOTAL YEARS OF EXPERIENCE IN CURRENT POSITION AND ITEM

	0-10 Years (N=302)		11+ Years (N=313)	
ITEM	MEAN	SD	MEAN	SD
ITEM 6	3.808	0.997	3.719	1.047
ITEM 7	3.770	0.964	3.700	0.974
ITEM 8	3.741	1.002	3.793	0.918
ITEM 9	3.549	1.082	3.670	1.020
ITEM 10	3.983	0.970	4.123	0.835
ITEM 11	3.667	1.056	3.643	1.071
ITEM 12	3.619	0.922	3.503	1.042
ITEM 13	3.494	0.973	3.362	1.072
ITEM 14	4.019	0.879	3.848	0.980
ITEM 15	4.175	0.837	4.135	0.847
ITEM 16	4.299	0.719	4.305	0.718
ITEM 17	4.035	0.929	3.967	1.071
ITEM 18	3.976	0.915	3.847	0.995
ITEM 19	4.384	0.789	4.267	0.878
ITEM 20	3.632	1.037	3.699	0.972
ITEM 21	2.799	1.267	3.043	1.258
ITEM 22	3.483	1.064	3.382	1.140
ITEM 23	3.512	1.093	3.423	1.098
ITEM 24	2.093	1.147	2.235	1.216
ITEM 25	3.939	0.993	3.726	1.071
ITEM 26	3.797	1.095	3.608	1.173
ITEM 27	4.077	0.833	4.010	0.881
ITEM 28	3.762	1.063	3.728	1.040
ITEM 29	3.519	1.059	3.508	1.043
ITEM 30	3.311	1.151	3.353	1.113
ITEM 31	3.816	0.899	3.631	0.994
ITEM 32	3.698	1.040	3.524	1.109
ITEM 33	3.458	1.168	3.360	1.239
ITEM 34	3.275	0.901	3.128	0.881
ITEM 35	3.148	1.106	3.121	1.224
ITEM 36	3.642	1.022	3.518	1.158
ITEM 37	3.395	1.093	3.230	1.138
ITEM 38	3.865	0.933	3.737	0.998
ITEM 39	3.281	1.086	3.221	1.066
ITEM 40	3.385	1.123	3.423	1.176
ITEM 41	3.146	1.265	3.210	1.304

Table 7

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR TEACHERS BY CURRENT CAREER STATUS AND ITEM

ITEM	Below CS II (N = 2903) MEAN	SD	Career Status II (N = 2407) MEAN	SD	ITEM	Below CS II (N = 2903) MEAN	SD	Career Status II (N = 2407) MEAN	SD
ITEM 6	3.662	1.073	3.908	0.992	ITEM 37	2.917	1.169	3.369	1.122
ITEM 7	3.337	1.060	3.503	1.086	ITEM 38	2.879	1.309	2.327	1.245
ITEM 8	3.013	1.148	3.267	1.173	ITEM 39	3.368	1.223	3.658	1.102
ITEM 9	3.551	1.233	3.450	1.296	ITEM 40	3.120	1.289	3.620	1.200
ITEM 10	4.054	0.921	4.093	0.888	ITEM 41	3.236	1.050	3.456	1.124
ITEM 11	3.593	1.130	3.569	1.137	ITEM 42	3.603	0.923	3.889	0.914
ITEM 12	3.042	1.108	3.345	1.104	ITEM 43	3.763	0.954	3.983	0.924
ITEM 13	3.183	1.054	3.462	1.031	ITEM 44	3.659	1.051	3.918	1.008
ITEM 14	3.719	0.985	3.905	0.939	ITEM 45	3.741	1.115	4.023	1.033
ITEM 15	3.331	1.088	3.488	1.068	ITEM 46	3.520	1.069	3.666	1.071
ITEM 16	3.485	1.056	3.876	0.908	ITEM 47	3.832	1.007	4.063	0.928
ITEM 17	3.815	0.970	4.101	0.930	ITEM 48	3.742	1.061	3.995	0.962
ITEM 18	3.538	1.083	3.732	1.150	ITEM 49	3.735	0.960	3.994	0.920
ITEM 19	3.673	1.137	4.276	0.981	ITEM 50	2.556	1.307	2.493	1.309
ITEM 20	3.729	1.026	3.992	0.963	ITEM 51	3.698	0.950	3.943	0.890
ITEM 21	3.227	1.084	3.542	1.093	ITEM 52	3.337	1.111	3.572	1.114
ITEM 22	3.029	0.869	3.323	0.962	ITEM 53	3.431	0.991	3.604	0.958
ITEM 23	3.032	0.864	3.291	0.945	ITEM 54	3.044	1.121	3.196	1.169
ITEM 24	3.484	0.930	3.807	0.942	ITEM 55	2.969	1.144	3.267	1.158
ITEM 25	3.721	0.903	4.063	0.813	ITEM 56	3.329	1.084	3.653	0.998
ITEM 26	3.843	0.831	4.236	0.681	ITEM 57	3.054	1.095	3.481	1.127
ITEM 27	3.093	1.108	3.251	1.215	ITEM 58	2.757	1.206	3.248	1.269
ITEM 28	3.484	1.196	3.875	1.048	ITEM 59	2.840	0.907	3.104	0.939
ITEM 29	1.979	1.186	3.114	1.412	ITEM 60	2.389	1.090	2.828	1.186
ITEM 30	1.776	1.004	2.785	1.338	ITEM 61	2.923	1.171	3.394	1.170
ITEM 31	3.088	1.137	3.560	1.131	ITEM 62	2.816	1.102	3.166	1.155
ITEM 32	3.403	0.980	3.775	0.936	ITEM 63	3.232	1.134	3.647	1.090
ITEM 33	3.874	0.998	4.199	0.907	ITEM 64	2.721	1.092	3.108	1.156
ITEM 34	3.214	1.046	3.636	1.018	ITEM 65	2.799	1.176	3.522	1.167
ITEM 35	3.453	1.204	3.194	1.260	ITEM 66	2.495	1.208	3.165	1.327
ITEM 36	2.883	1.156	3.322	1.169					

Table 8

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR PRINCIPAL/ASSISTANT PRINCIPALS BY CURRENT CAREER STATUS AND ITEM

ITEM	Below CS II (N=115) MEAN	SD	Carrier Status II (N=225) MEAN	SD	ITEM	Below CS II (N=115) MEAN	SD	Carrier Status II (N=225) MEAN	SD
ITEM 7	4.356	0.778	4.381	0.686	ITEM 38	3.826	0.965	3.914	0.940
ITEM 8	3.748	0.977	3.883	0.890	ITEM 39	4.174	0.715	4.195	0.800
ITEM 9	3.802	0.950	3.806	0.972	ITEM 40	4.122	0.665	4.171	0.783
ITEM 10	2.376	1.350	2.356	1.327	ITEM 41	4.026	0.783	4.117	0.770
ITEM 11	3.658	1.063	3.596	0.963	ITEM 42	4.155	0.832	4.213	0.710
ITEM 12	3.991	0.803	3.929	0.822	ITEM 43	4.330	0.746	4.345	0.752
ITEM 13	3.973	0.768	4.014	0.734	ITEM 44	2.283	1.324	2.204	1.213
ITEM 14	4.230	0.650	4.295	0.608	ITEM 45	4.304	0.724	4.432	0.596
ITEM 15	3.725	0.847	3.734	0.849	ITEM 46	4.177	0.759	4.407	0.705
ITEM 16	4.009	0.822	4.201	0.787	ITEM 47	4.061	0.590	4.032	0.695
ITEM 17	3.139	1.283	3.589	1.257	ITEM 48	3.502	0.947	3.648	0.981
ITEM 18	4.098	0.849	4.045	1.019	ITEM 49	3.313	0.996	3.609	0.985
ITEM 19	3.539	1.385	3.911	1.206	ITEM 50	4.046	0.812	4.210	0.808
ITEM 20	4.295	0.834	4.201	0.863	ITEM 51	4.243	0.785	4.388	0.680
ITEM 21	3.664	1.069	3.686	1.170	ITEM 52	4.288	0.653	4.377	0.624
ITEM 22	4.056	0.905	4.151	0.929	ITEM 53	3.903	0.868	3.919	0.911
ITEM 23	3.698	1.148	3.702	1.232	ITEM 54	3.785	0.981	4.160	0.758
ITEM 24	3.981	0.881	4.128	0.767	ITEM 55	2.745	1.512	2.847	1.360
ITEM 25	3.602	1.152	3.416	1.266	ITEM 56	4.009	0.775	4.165	0.800
ITEM 26	3.630	0.678	3.699	0.707	ITEM 57	3.761	0.947	3.978	0.806
ITEM 27	2.315	1.395	2.634	1.421	ITEM 58	3.973	0.818	4.211	0.751
ITEM 28	2.252	1.371	2.594	1.402	ITEM 59	3.509	0.959	3.550	1.074
ITEM 29	4.234	0.774	4.321	0.766	ITEM 60	3.443	0.837	3.557	0.801
ITEM 30	4.168	0.790	4.371	0.716	ITEM 61	3.398	1.021	3.466	1.024
ITEM 31	4.398	0.734	4.511	0.643	ITEM 62	3.967	0.881	4.193	0.755
ITEM 32	3.900	0.944	4.040	0.922	ITEM 63	3.673	0.881	3.915	0.922
ITEM 33	2.283	1.170	2.251	1.170	ITEM 64	4.071	0.753	4.256	0.724
ITEM 34	3.539	0.937	3.914	0.898	ITEM 65	3.690	0.946	3.865	0.907
ITEM 35	1.565	1.010	1.734	0.996	ITEM 66	3.795	0.941	4.063	0.850
ITEM 36	4.108	0.836	4.041	0.896	ITEM 67	3.236	1.086	3.694	1.100
ITEM 37	4.071	0.904	4.131	0.927	ITEM 68	3.874	0.885	3.986	0.897

Table 9

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY CURRENT CAREER STATUS AND ITEM

	Below CS II (N=268)		Career Status II (N=333)	
ITEM	MEAN	SD	MEAN	SD
ITEM 6	3.586	1.006	3.930	0.952
ITEM 7	3.545	0.972	3.808	0.966
ITEM 8	3.514	1.059	3.975	0.819
ITEM 9	3.209	1.180	3.885	0.919
ITEM 10	3.767	0.974	4.288	0.763
ITEM 11	3.413	1.104	3.855	0.988
ITEM 12	3.406	0.911	3.681	1.008
ITEM 13	3.364	0.908	3.477	1.090
ITEM 14	3.724	0.968	4.090	0.874
ITEM 15	3.939	0.963	4.318	0.718
ITEM 16	4.101	0.799	4.449	0.617
ITEM 17	3.817	1.119	4.148	0.873
ITEM 18	3.667	1.059	4.103	0.837
ITEM 19	4.196	0.904	4.441	0.754
ITEM 20	3.474	1.018	3.858	0.959
ITEM 21	3.170	1.187	2.739	1.292
ITEM 22	3.202	1.108	3.620	1.070
ITEM 23	3.249	1.145	3.653	1.023
ITEM 24	2.573	1.166	1.988	1.156
ITEM 25	3.751	1.077	3.909	0.996
ITEM 26	3.529	1.196	3.861	1.055
ITEM 27	3.921	0.903	4.139	0.808
ITEM 28	3.528	1.084	3.904	1.003
ITEM 29	3.402	1.056	3.594	1.057
ITEM 30	3.030	1.090	3.555	1.116
ITEM 31	3.533	0.994	3.859	0.901
ITEM 32	3.366	1.121	3.799	1.001
ITEM 33	3.418	1.154	3.645	1.164
ITEM 34	3.033	0.864	3.333	0.885
ITEM 35	2.812	1.104	3.402	1.151
ITEM 36	3.337	1.135	3.770	1.026
ITEM 37	3.117	1.121	3.450	1.095
ITEM 38	3.588	1.016	3.970	0.897
ITEM 39	2.996	1.023	3.448	1.073
ITEM 40	3.024	1.160	3.690	1.063
ITEM 41	2.695	1.183	3.571	1.235

Table 10

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR TEACHERS BY HIGHEST LEVEL EVALUATED AND ITEM

ITEM	Below CS II (N = 2408) MEAN	Below CS II (N = 2408) SD	Career Status II (N = 2913) MEAN	Career Status II (N = 2913) SD
ITEM 6	3.681	1.009	3.843	1.026
ITEM 7	3.363	1.044	3.446	1.103
ITEM 8	3.039	1.135	3.195	1.190
ITEM 9	3.350	1.233	3.466	1.287
ITEM 10	4.051	0.923	4.086	0.894
ITEM 11	3.507	1.125	3.566	1.142
ITEM 12	3.050	1.108	3.280	1.114
ITEM 13	3.198	1.056	3.394	1.048
ITEM 14	3.761	0.960	3.835	0.978
ITEM 15	3.335	1.064	3.451	1.081
ITEM 16	3.466	1.064	3.814	0.948
ITEM 17	3.955	0.970	4.091	0.939
ITEM 18	3.524	1.071	3.704	1.155
ITEM 19	3.987	1.153	4.237	1.013
ITEM 20	3.738	1.030	3.934	0.985
ITEM 21	3.241	1.078	3.467	1.113
ITEM 22	3.064	0.850	3.238	0.980
ITEM 23	3.071	0.842	3.211	0.962
ITEM 24	3.492	0.924	3.739	0.961
ITEM 25	3.705	0.906	4.013	0.836
ITEM 26	3.798	0.850	4.202	0.688
ITEM 27	3.071	1.081	3.238	1.213
ITEM 28	3.573	1.165	3.771	1.126
ITEM 29	1.924	1.131	2.957	1.435
ITEM 30	1.799	0.981	2.657	1.343
ITEM 31	3.099	1.153	3.464	1.159
ITEM 32	3.425	0.964	3.684	0.982
ITEM 33	3.882	0.990	4.137	0.943
ITEM 34	3.197	1.047	3.570	1.037
ITEM 35	3.423	1.206	3.269	1.257
ITEM 36	2.929	1.148	3.212	1.197
ITEM 37	2.964	1.161	3.243	1.167
ITEM 38	2.870	1.312	2.437	1.282
ITEM 39	3.407	1.211	3.567	1.154
ITEM 40	3.155	1.276	3.497	1.259
ITEM 41	3.278	1.059	3.380	1.132
ITEM 42	3.817	0.905	3.813	0.950
ITEM 43	3.750	0.941	3.916	0.956
ITEM 44	3.650	1.037	3.832	1.047
ITEM 45	3.782	1.091	3.937	1.082
ITEM 46	3.563	1.062	3.595	1.085
ITEM 47	3.847	1.000	4.002	0.966
ITEM 48	3.782	1.049	3.927	1.007
ITEM 49	3.760	0.943	3.916	0.956
ITEM 50	2.534	1.289	2.522	1.326
ITEM 51	3.702	0.960	3.894	0.905
ITEM 52	3.364	1.116	3.518	1.119
ITEM 53	3.451	0.978	3.551	0.983
ITEM 54	3.046	1.117	3.159	1.171
ITEM 55	2.996	1.139	3.192	1.174
ITEM 56	3.358	1.096	3.574	1.016
ITEM 57	3.061	1.089	3.395	1.145
ITEM 58	2.787	1.207	3.133	1.282
ITEM 59	2.851	0.903	3.048	0.947
ITEM 60	2.427	1.100	2.719	1.185
ITEM 61	2.945	1.169	3.289	1.194
ITEM 62	2.854	1.099	3.070	1.165
ITEM 63	3.244	1.128	3.560	1.121
ITEM 64	2.751	1.085	3.011	1.167
ITEM 65	2.807	1.168	3.387	1.212
ITEM 66	2.525	1.203	3.017	1.347

Table 11

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR PRINCIPALS/ ASSISTANT PRINCIPALS BY HIGHEST LEVEL EVALUATED AND ITEM

	Below CS I (N=89)		Career Status II (N=249)			Below CS I (N=89)		Career Status II (N=249)	
ITEM	MEAN	SD	MEAN	SD	ITEM	MEAN	SD	MEAN	SD
ITEM 7	4.437	0.585	4.368	0.697	ITEM 38	3.926	0.897	3.869	0.958
ITEM 8	3.782	0.958	3.850	0.916	ITEM 39	4.253	0.702	4.168	0.791
ITEM 9	3.828	0.967	3.805	0.970	ITEM 40	4.196	0.662	4.151	0.772
ITEM 10	2.430	1.351	2.348	1.337	ITEM 41	4.169	0.656	4.078	0.778
ITEM 11	3.616	1.118	3.613	0.954	ITEM 42	4.218	0.559	4.197	0.704
ITEM 12	4.069	0.661	3.907	0.860	ITEM 43	4.391	0.636	4.335	0.762
ITEM 13	4.116	0.640	3.964	0.772	ITEM 44	2.318	1.374	2.193	1.197
ITEM 14	4.310	0.704	4.274	0.641	ITEM 45	4.379	0.651	4.402	0.630
ITEM 15	3.686	0.830	3.751	0.849	ITEM 46	4.191	0.721	4.388	0.713
ITEM 16	4.034	0.850	4.173	0.783	ITEM 47	4.155	0.526	4.017	0.696
ITEM 17	3.126	1.274	3.573	1.254	ITEM 48	3.618	0.935	3.634	0.984
ITEM 18	4.102	0.851	4.044	1.007	ITEM 49	3.432	1.015	3.545	0.987
ITEM 19	3.614	1.326	3.879	1.211	ITEM 50	4.105	0.783	4.178	0.815
ITEM 20	4.330	0.739	4.194	0.888	ITEM 51	4.360	0.711	4.351	0.721
ITEM 21	3.733	1.056	3.668	1.160	ITEM 52	4.364	0.610	4.340	0.648
ITEM 22	4.238	0.830	4.086	0.947	ITEM 53	3.964	0.789	3.869	0.932
ITEM 23	3.747	1.238	3.680	1.194	ITEM 54	3.845	0.951	4.107	0.808
ITEM 24	4.074	0.906	4.085	0.770	ITEM 55	2.920	1.323	2.789	1.354
ITEM 25	3.756	1.095	3.382	1.260	ITEM 56	4.034	0.738	4.141	0.810
ITEM 26	3.635	0.687	3.695	0.706	ITEM 57	3.899	0.880	3.919	0.850
ITEM 27	2.455	1.259	2.571	1.389	ITEM 58	4.000	0.853	4.186	0.742
ITEM 28	2.341	1.231	2.543	1.366	ITEM 59	3.557	0.969	3.524	1.064
ITEM 29	4.218	0.784	4.323	0.759	ITEM 60	3.460	0.875	3.539	0.783
ITEM 30	4.195	0.780	4.335	0.729	ITEM 61	3.348	1.056	3.438	1.001
ITEM 31	4.466	0.629	4.494	0.630	ITEM 62	3.899	0.867	4.158	0.773
ITEM 32	4.048	0.727	4.024	0.910	ITEM 63	3.685	0.924	3.887	0.902
ITEM 33	2.337	0.928	2.324	1.179	ITEM 64	4.101	0.739	4.235	0.722
ITEM 34	3.933	0.852	3.890	0.901	ITEM 65	3.719	0.839	3.846	0.904
ITEM 35	1.784	0.964	1.771	1.011	ITEM 66	3.864	0.860	4.016	0.895
ITEM 36	4.138	0.703	4.033	0.900	ITEM 67	3.586	1.044	3.622	1.125
ITEM 37	4.193	0.928	4.082	0.950	ITEM 68	3.908	0.858	3.963	0.902

Table 12

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY HIGHEST CAREER STATUS EVALUATED AND ITEM

	Below CS II (N=23)		Career Status II (N=369)	
ITEM	MEAN	SD	MEAN	SD
ITEM 6	3.337	1.075	3.907	0.955
ITEM 7	3.677	0.964	3.765	0.973
ITEM 8	3.514	1.042	3.926	0.869
ITEM 9	3.143	1.053	3.826	0.982
ITEM 10	3.741	0.968	4.259	0.793
ITEM 11	3.411	1.088	3.809	1.025
ITEM 12	3.465	0.875	3.622	1.026
ITEM 13	3.430	0.869	3.430	1.095
ITEM 14	3.781	0.978	4.011	0.914
ITEM 15	3.964	0.932	4.264	0.766
ITEM 16	4.104	0.788	4.412	0.654
ITEM 17	3.813	1.086	4.106	0.937
ITEM 18	3.717	0.969	4.022	0.921
ITEM 19	4.252	0.850	4.379	0.827
ITEM 20	3.421	1.008	3.826	0.971
ITEM 21	3.136	1.201	2.804	1.289
ITEM 22	3.273	1.087	3.534	1.108
ITEM 23	3.283	1.123	3.586	1.068
ITEM 24	2.351	1.182	2.044	1.170
ITEM 25	3.783	1.068	3.863	1.026
ITEM 26	3.545	1.209	3.815	1.076
ITEM 27	3.926	0.901	4.109	0.819
ITEM 28	3.550	1.086	3.852	1.020
ITEM 29	3.389	1.035	3.577	1.059
ITEM 30	3.045	1.079	3.503	1.132
ITEM 31	3.572	0.980	3.800	0.929
ITEM 32	3.392	1.107	3.729	1.041
ITEM 33	3.137	1.184	3.571	1.189
ITEM 34	3.076	0.893	3.272	0.887
ITEM 35	2.831	1.115	3.323	1.166
ITEM 36	3.342	1.125	3.717	1.057
ITEM 37	3.122	1.095	3.408	1.119
ITEM 38	3.596	0.995	3.923	0.933
ITEM 39	3.031	1.017	3.383	1.091
ITEM 40	3.050	1.152	3.603	1.106
ITEM 41	2.671	1.169	3.492	1.264

Table 13

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR TEACHERS BY RACE AND ITEM

	Caucasian (N=4672)		Black (N=617)	
ITEM	MEAN	SD	MEAN	SD
ITEM 6	3.782	1.005	3.702	1.109
ITEM 7	3.452	1.067	3.312	1.097
ITEM 8	3.148	1.163	3.008	1.153
ITEM 9	3.479	1.257	3.661	1.259
ITEM 10	4.049	0.907	4.170	0.915
ITEM 11	3.562	1.126	3.671	1.157
ITEM 12	3.211	1.101	2.978	1.182
ITEM 13	3.359	1.036	3.097	1.136
ITEM 14	3.814	0.958	3.733	1.048
ITEM 15	3.594	1.078	3.498	1.114
ITEM 16	3.692	0.994	3.443	1.086
ITEM 17	3.942	0.957	3.875	1.040
ITEM 18	3.637	1.099	3.464	1.272
ITEM 19	3.930	1.124	3.911	1.206
ITEM 20	3.859	1.003	3.771	1.000
ITEM 21	3.378	1.094	3.277	1.109
ITEM 22	3.181	0.912	3.017	1.013
ITEM 23	3.166	0.900	3.051	0.984
ITEM 24	3.634	0.955	3.598	0.944
ITEM 25	3.875	0.879	3.876	0.885
ITEM 26	4.025	0.791	3.978	0.821
ITEM 27	3.155	1.163	3.252	1.137
ITEM 28	3.692	1.129	3.482	1.266
ITEM 29	2.472	1.405	2.562	1.440
ITEM 30	2.225	1.265	2.255	1.285
ITEM 31	3.321	1.159	3.189	1.170
ITEM 32	3.592	0.971	3.387	1.062
ITEM 33	4.064	0.954	3.838	1.082
ITEM 34	3.410	1.063	3.342	0.997
ITEM 35	3.338	1.232	3.298	1.249
ITEM 36	3.101	1.185	2.943	1.168

	Caucasian (N=4672)		Black (N=617)	
ITEM	MEAN	SD	MEAN	SD
ITEM 37	3.148	1.162	2.958	1.212
ITEM 38	2.600	1.311	2.889	1.312
ITEM 39	3.517	1.169	3.316	1.237
ITEM 40	3.367	1.267	3.183	1.335
ITEM 41	3.360	1.074	3.156	1.187
ITEM 42	3.757	0.915	3.557	1.032
ITEM 43	3.884	0.941	3.683	1.004
ITEM 44	3.803	1.023	3.571	1.138
ITEM 45	3.885	1.071	3.782	1.167
ITEM 46	3.594	1.067	3.522	1.125
ITEM 47	3.940	0.970	3.891	1.064
ITEM 48	3.859	1.018	3.818	1.108
ITEM 49	3.865	0.945	3.703	1.033
ITEM 50	2.490	1.287	2.820	1.400
ITEM 51	3.805	0.929	3.818	0.976
ITEM 52	3.422	1.121	3.537	1.121
ITEM 53	3.495	0.977	3.599	0.998
ITEM 54	3.073	1.140	3.394	1.160
ITEM 55	3.080	1.156	3.319	1.163
ITEM 56	3.478	1.051	3.443	1.132
ITEM 57	3.258	1.132	3.167	1.114
ITEM 58	2.983	1.261	2.955	1.224
ITEM 59	2.967	0.919	2.912	1.002
ITEM 60	2.597	1.153	2.547	1.172
ITEM 61	3.150	1.191	3.059	1.196
ITEM 62	2.975	1.140	3.003	1.126
ITEM 63	3.430	1.129	3.397	1.136
ITEM 64	2.904	1.141	2.858	1.109
ITEM 65	3.143	1.220	3.064	1.257
ITEM 66	2.798	1.310	2.836	1.303

Table 14

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR PRINCIPALS/ASSISTANT PRINCIPALS BY RACE AND ITEM

	Caucasian (N=284)		Black (N=53)			Caucasian (N=284)		Black (N=53)	
ITEM	MEAN	SD	MEAN	SD	ITEM	MEAN	SD	MEAN	SD
ITEM 7	4.577	0.681	4.404	0.693	ITEM 38	3.859	0.937	3.740	1.065
ITEM 8	3.825	0.944	3.846	0.849	ITEM 39	4.157	0.745	4.040	0.903
ITEM 9	3.814	0.955	3.654	1.118	ITEM 40	4.172	0.709	4.059	0.858
ITEM 10	2.261	1.292	3.000	1.414	ITEM 41	4.002	0.752	4.039	0.848
ITEM 11	3.569	0.994	3.904	0.955	ITEM 42	4.198	0.636	4.118	0.791
ITEM 12	3.85	0.795	3.904	0.823	ITEM 43	4.336	0.756	4.280	0.730
ITEM 13	4.014	0.708	3.923	0.788	ITEM 44	2.229	1.234	2.255	1.278
ITEM 14	4.259	0.632	4.346	0.764	ITEM 45	4.356	0.630	4.460	0.579
ITEM 15	3.657	0.829	4.115	0.808	ITEM 46	4.320	0.710	4.314	0.812
ITEM 16	4.113	0.827	4.113	0.670	ITEM 47	3.986	0.649	4.275	0.635
ITEM 17	3.473	1.265	3.396	1.306	ITEM 48	3.581	0.956	3.863	0.917
ITEM 18	4.117	0.911	3.642	1.128	ITEM 49	3.487	0.970	3.490	1.120
ITEM 19	3.819	1.207	3.792	1.261	ITEM 50	4.168	0.799	4.082	0.862
ITEM 20	4.184	0.874	4.453	0.667	ITEM 51	4.322	0.745	4.472	0.541
ITEM 21	3.621	1.145	4.000	0.969	ITEM 52	4.316	0.651	4.453	0.539
ITEM 22	4.124	0.905	4.058	0.916	ITEM 53	3.861	0.895	3.981	0.888
ITEM 23	3.675	1.216	3.788	1.054	ITEM 54	4.018	0.845	4.020	0.990
ITEM 24	4.105	0.784	3.979	0.863	ITEM 55	2.769	1.328	2.980	1.349
ITEM 25	3.420	1.253	3.706	1.188	ITEM 56	4.114	0.761	4.000	0.855
ITEM 26	3.702	0.700	3.519	0.700	ITEM 57	3.926	0.837	3.736	0.944
ITEM 27	2.473	1.326	2.679	1.356	ITEM 58	4.138	0.735	4.019	0.909
ITEM 28	2.445	1.308	2.528	1.339	ITEM 59	3.523	1.021	3.519	1.093
ITEM 29	4.294	0.765	4.212	0.776	ITEM 60	3.514	0.774	3.472	0.932
ITEM 30	4.323	0.720	4.077	0.788	ITEM 61	3.427	0.975	3.216	1.205
ITEM 31	4.[illegible]	0.610	4.404	0.721	ITEM 62	4.11[illegible]	0.760	3.868	0.962
ITEM 32	3.[illegible]0	0.952	3.714	0.979	ITEM 63	3.852	0.875	3.679	1.034
ITEM 33	2.[illegible]	1.120	2.333	1.071	ITEM 64	4.118	0.703	4.132	0.878
ITEM 34	3.[illegible]	0.870	3.788	0.957	ITEM 65	3.871	0.872	3.717	0.928
ITEM 35	2.[illegible]	0.973	1.981	1.057	ITEM 66	3.996	0.820	3.774	1.050
ITEM 36	4.057	0.774	4.000	0.938	ITEM 67	3.546	1.087	3.491	1.154
ITEM 37	4.107	0.804	4.038	0.969	ITEM 68	3.910	0.883	4.058	0.938

Table 15

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY RACE AND ITEM

ITEM	CAUCASIAN (N = 143) MEAN	SD	BLACK (N = 67) MEAN	SD
ITEM 6	[illegible]		3.636	1.223
ITEM 7	[illegible]		3.746	1.092
ITEM 8	[illegible]		3.661	1.092
ITEM 9	[illegible]		3.245	1.299
ITEM 10	[illegible]		3.922	1.013
ITEM 11	[illegible]		3.338	1.266
ITEM 12	[illegible]		3.306	1.168
ITEM 13	[illegible]		3.290	1.165
ITEM 14	[illegible]		3.783	1.075
ITEM 15	[illegible]		4.015	0.969
ITEM 16	[illegible]		4.138	0.899
ITEM 17	[illegible]		3.639	1.198
ITEM 18	[illegible]		3.594	1.065
ITEM 19	[illegible]		4.123	1.038
ITEM 20	[illegible]		3.636	0.816
ITEM 21	[illegible]		2.780	1.365
ITEM 22	[illegible]		3.152	1.167
ITEM 23	[illegible]		3.172	1.216
ITEM 24	[illegible]		2.369	1.364
ITEM 25	[illegible]		3.646	1.268
ITEM 26	[illegible]		3.470	1.292
ITEM 27	[illegible]		4.119	0.913
ITEM 28	[illegible]		3.754	1.061
ITEM 29	[illegible]		3.716	0.966
ITEM 30	[illegible]		3.349	1.138
ITEM 31	[illegible]		3.614	1.082
ITEM 32	[illegible]		3.492	1.230
ITEM 33	[illegible]		3.060	1.278
ITEM 34	[illegible]		3.000	0.957
ITEM 35	[illegible]		2.806	1.185
ITEM 36	[illegible]		3.448	1.197
ITEM 37	[illegible]		3.328	1.128
ITEM 38	[illegible]		3.609	1.078
ITEM 39	[illegible]		3.000	1.132
ITEM 40	[illegible]		3.238	1.118
ITEM 41	[illegible]		2.924	1.362

Table 16

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR TEACHERS BY SEX AND ITEM

ITEM	FEMALE (N=4226) MEAN	FEMALE (N=4226) SD	MALE (N=1131) MEAN	MALE (N=1131) SD
ITEM 6	[illegible]	[illegible]	3.628	1.073
ITEM 7	[illegible]	[illegible]	3.323	1.079
ITEM 8	[illegible]	[illegible]	3.113	1.188
ITEM 9	[illegible]	[illegible]	3.319	1.283
ITEM 10	[illegible]	[illegible]	3.875	0.976
ITEM 11	[illegible]	[illegible]	3.454	1.139
ITEM 12	[illegible]	[illegible]	3.088	1.100
ITEM 13	[illegible]	[illegible]	3.228	1.066
ITEM 14	[illegible]	[illegible]	3.710	0.955
ITEM 15	[illegible]	[illegible]	3.343	1.103
ITEM 16	[illegible]	[illegible]	3.488	1.045
ITEM 17	[illegible]	[illegible]	3.912	0.961
ITEM 18	[illegible]	[illegible]	3.505	1.158
ITEM 19	[illegible]	[illegible]	3.891	1.113
ITEM 20	[illegible]	[illegible]	3.728	1.040
ITEM 21	[illegible]	[illegible]	3.275	1.106
ITEM 22	[illegible]	[illegible]	3.115	0.981
ITEM 23	[illegible]	[illegible]	3.125	0.954
ITEM 24	[illegible]	[illegible]	3.500	0.955
ITEM 25	[illegible]	[illegible]	3.738	0.915
ITEM 26	[illegible]	[illegible]	3.900	0.820
ITEM 27	[illegible]	[illegible]	3.156	1.136
ITEM 28	[illegible]	[illegible]	3.614	1.165
ITEM 29	[illegible]	[illegible]	2.441	1.386
ITEM 30	[illegible]	[illegible]	2.244	1.274
ITEM 31	[illegible]	[illegible]	3.252	1.151
ITEM 32	[illegible]	[illegible]	3.504	0.997
ITEM 33	[illegible]	[illegible]	3.985	0.998
ITEM 34	[illegible]	[illegible]	3.400	1.032
ITEM 35	[illegible]	[illegible]	3.373	1.202
ITEM 36	[illegible]	[illegible]	3.072	1.176
ITEM 37	[illegible]	[illegible]	3.132	1.168
ITEM 38	[illegible]	[illegible]	2.782	1.377
ITEM 39	[illegible]	[illegible]	3.331	1.201
ITEM 40	[illegible]	[illegible]	3.241	1.288
ITEM 41	[illegible]	[illegible]	3.261	1.127
ITEM 42	[illegible]	[illegible]	3.617	0.994
ITEM 43	[illegible]	[illegible]	3.742	1.020
ITEM 44	[illegible]	[illegible]	3.674	1.077
ITEM 45	[illegible]	[illegible]	3.804	1.097
ITEM 46	[illegible]	[illegible]	3.553	1.085
ITEM 47	[illegible]	[illegible]	3.879	0.993
ITEM 48	[illegible]	[illegible]	3.817	1.025
ITEM 49	[illegible]	[illegible]	3.744	1.001
ITEM 50	[illegible]	[illegible]	2.667	1.332
ITEM 51	[illegible]	[illegible]	3.597	1.016
ITEM 52	[illegible]	[illegible]	3.356	1.152
ITEM 53	[illegible]	[illegible]	3.466	0.972
ITEM 54	[illegible]	[illegible]	3.052	1.139
ITEM 55	[illegible]	[illegible]	3.072	1.149
ITEM 56	[illegible]	[illegible]	3.380	1.069
ITEM 57	[illegible]	[illegible]	3.225	1.146
ITEM 58	[illegible]	[illegible]	2.976	1.241
ITEM 59	[illegible]	[illegible]	2.926	0.976
ITEM 60	[illegible]	[illegible]	2.571	1.160
ITEM 61	[illegible]	[illegible]	3.112	1.202
ITEM 62	[illegible]	[illegible]	2.955	1.129
ITEM 63	[illegible]	[illegible]	3.397	1.129
ITEM 64	[illegible]	[illegible]	2.880	1.130
ITEM 65	[illegible]	[illegible]	3.127	1.201
ITEM 66	[illegible]	[illegible]	2.806	1.306

Table 17

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR PRINCIPALS/ASSISTANT PRINCIPALS BY SEX AND ITEM

	Female (N=105)		Male (N=237)	
ITEM	MEAN	SD	MEAN	SD
ITEM 7	4.350	0.724	4.396	0.661
ITEM 8	3.873	1.040	3.796	0.873
ITEM 9	3.893	1.009	3.756	0.961
ITEM 10	2.641	1.378	2.274	1.308
ITEM 11	3.796	0.901	3.553	1.021
ITEM 12	3.981	0.852	3.928	0.798
ITEM 13	4.058	0.790	3.966	0.717
ITEM 14	4.340	0.665	4.254	0.648
ITEM 15	3.850	0.757	3.688	0.874
ITEM 16	4.126	0.723	4.114	0.833
ITEM 17	3.330	1.299	3.500	1.253
ITEM 18	4.136	0.978	3.992	0.991
ITEM 19	3.476	1.320	3.970	1.166
ITEM 20	4.427	0.636	4.139	0.912
ITEM 21	3.792	1.325	3.627	1.125
ITEM 22	4.277	0.878	4.048	0.922
ITEM 23	3.861	1.349	3.621	1.211
ITEM 24	4.181	0.808	4.031	0.806
ITEM 25	3.418	1.352	3.504	1.234
ITEM 26	3.633	0.738	3.687	0.691
ITEM 27	2.777	1.498	2.424	1.304
ITEM 28	2.786	1.426	2.356	1.268
ITEM 29	4.398	0.719	4.246	0.777
ITEM 30	4.447	0.762	4.220	0.728
ITEM 31	4.553	0.638	4.466	0.600
ITEM 32	4.204	0.772	3.918	0.906
ITEM 33	2.107	1.162	2.427	1.083
ITEM 34	3.990	0.963	3.834	0.921
ITEM 35	1.631	0.886	1.855	1.042
ITEM 36	4.000	0.959	4.077	0.844
ITEM 37	4.165	0.961	4.077	0.895

	Female (N=105)		Male (N=237)	
ITEM	MEAN	SD	MEAN	SD
ITEM 38	3.951	0.974	3.848	0.943
ITEM 39	4.296	0.726	4.138	0.788
ITEM 40	4.136	0.792	4.150	0.718
ITEM 41	4.103	0.807	4.073	0.730
ITEM 42	4.271	0.794	4.155	0.612
ITEM 43	4.369	0.711	4.319	0.722
ITEM 44	1.830	1.177	2.330	1.259
ITEM 45	4.468	0.601	4.348	0.653
ITEM 46	4.422	0.797	4.283	0.693
ITEM 47	4.000	0.934	4.030	0.627
ITEM 48	3.718	1.004	3.582	0.936
ITEM 49	3.621	0.930	3.448	1.026
ITEM 50	4.254	0.765	4.088	0.814
ITEM 51	4.445	0.665	4.297	0.730
ITEM 52	4.371	0.711	4.312	0.601
ITEM 53	3.953	0.922	3.847	0.883
ITEM 54	4.167	0.797	3.965	0.890
ITEM 55	3.069	1.292	2.698	1.339
ITEM 56	4.257	0.747	4.030	0.794
ITEM 57	4.029	0.790	3.847	0.886
ITEM 58	4.223	0.750	4.081	0.781
ITEM 59	3.563	1.035	3.502	1.035
ITEM 60	3.549	0.766	3.491	0.816
ITEM 61	3.455	0.954	3.376	1.046
ITEM 62	4.171	0.778	4.038	0.818
ITEM 63	3.906	0.883	3.797	0.923
ITEM 64	4.257	0.707	4.153	0.741
ITEM 65	3.893	0.854	3.765	0.889
ITEM 66	4.095	0.741	3.898	0.937
ITEM 67	3.714	1.026	3.468	1.122
ITEM 68	3.990	0.842	3.905	0.907

Table 18

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY SEX AND ITEM

	FEMALE (N=496)		MALE (N=116)	
ITEM	MEAN	SD	MEAN	SD
ITEM 6			3.699	1.101
ITEM 7			3.842	0.946
ITEM 8			3.853	0.980
ITEM 9			3.667	1.050
ITEM 10			4.107	0.874
ITEM 11			3.690	1.119
ITEM 12			3.724	1.042
ITEM 13			3.619	1.086
ITEM 14			4.048	0.934
ITEM 15			4.204	0.918
ITEM 16			4.398	0.675
ITEM 17			4.000	1.044
ITEM 18			4.080	1.001
ITEM 19			4.447	0.765
ITEM 20			3.796	1.001
ITEM 21			2.850	1.330
ITEM 22			3.611	1.105
ITEM 23			3.646	1.117
ITEM 24			2.009	1.195
ITEM 25			3.838	1.032
ITEM 26			3.857	1.098
ITEM 27			4.183	0.790
ITEM 28			3.919	1.046
ITEM 29			3.640	1.040
ITEM 30			3.535	1.107
ITEM 31			3.853	0.941
ITEM 32			3.795	1.100
ITEM 33			3.565	1.171
ITEM 34			3.364	1.004
ITEM 35			3.315	1.198
ITEM 36			3.717	1.138
ITEM 37			3.495	1.198
ITEM 38			3.938	0.929
ITEM 39			3.434	1.187
ITEM 40			3.613	1.089
ITEM 41			3.395	1.301

Table 19

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR SCHOOL BOARD MEMBERS BY SEX AND ITEM

	Female (N=16)		Male (N=55)	
ITEM	MEAN	SD	MEAN	SD
ITEM 3	4.563	0.512	4.673	0.640
ITEM 4	4.375	0.500	4.382	0.707
ITEM 5	4.286	0.726	4.189	0.856
ITEM 6	4.188	0.655	4.204	0.855
ITEM 7	4.188	0.655	4.358	0.787
ITEM 8	3.267	1.335	2.981	1.310
ITEM 9	2.533	1.125	2.389	1.235
ITEM 10	4.400	0.507	4.545	0.715
ITEM 11	4.063	0.772	3.945	0.848
ITEM 12	3.733	0.884	3.855	1.079
ITEM 13	4.000	0.535	3.855	0.826
ITEM 14	1.733	0.458	1.655	1.004
ITEM 15	4.125	0.885	4.170	1.033
ITEM 16	4.063	0.929	4.019	0.981
ITEM 17	4.267	0.458	4.091	0.752
ITEM 18	4.188	0.544	4.236	0.744
ITEM 19	4.071	0.616	3.963	0.800
ITEM 20	4.000	0.730	4.036	0.999
ITEM 21	4.133	0.640	3.927	1.103
ITEM 22	3.875	0.806	3.463	0.862
ITEM 23	4.067	0.594	3.655	1.092
ITEM 24	4.250	0.775	4.019	0.981
ITEM 25	4.000	0.655	3.741	0.994
ITEM 26	4.267	0.458	4.109	0.875
ITEM 27	3.800	0.775	3.577	1.109
ITEM 28	3.929	0.997	3.963	0.931
ITEM 29	3.667	0.617	4.000	0.832

Table 20

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR TEACHERS BY GRADE AND ITEM

ITEM	K - 5 (N=2243) MEAN	K - 5 (N=2243) SD	6 - 8 (N=1294) MEAN	6 - 8 (N=1294) SD	9 - 12 (N=1724) MEAN	9 - 12 (N=1724) SD
ITEM 6	[illegible]	[illegible]	3.766	1.034	[illegible]	[illegible]
ITEM 7	[illegible]	[illegible]	3.410	1.094	[illegible]	[illegible]
ITEM 8	[illegible]	[illegible]	3.110	1.202	[illegible]	[illegible]
ITEM 9	[illegible]	[illegible]	3.575	1.240	[illegible]	[illegible]
ITEM 10	[illegible]	[illegible]	4.120	0.890	[illegible]	[illegible]
ITEM 11	[illegible]	[illegible]	3.603	1.136	[illegible]	[illegible]
ITEM 12	[illegible]	[illegible]	3.169	1.122	[illegible]	[illegible]
ITEM 13	[illegible]	[illegible]	3.302	1.061	[illegible]	[illegible]
ITEM 14	[illegible]	[illegible]	3.776	1.011	[illegible]	[illegible]
ITEM 15	[illegible]	[illegible]	3.373	1.103	[illegible]	[illegible]
ITEM 16	[illegible]	[illegible]	3.649	1.022	[illegible]	[illegible]
ITEM 17	[illegible]	[illegible]	3.945	0.965	[illegible]	[illegible]
ITEM 18	[illegible]	[illegible]	3.640	1.113	[illegible]	[illegible]
ITEM 19	[illegible]	[illegible]	3.854	1.158	[illegible]	[illegible]
ITEM 20	[illegible]	[illegible]	3.807	1.060	[illegible]	[illegible]
ITEM 21	[illegible]	[illegible]	3.357	1.124	[illegible]	[illegible]
ITEM 22	[illegible]	[illegible]	3.158	0.944	[illegible]	[illegible]
ITEM 23	[illegible]	[illegible]	3.129	0.919	[illegible]	[illegible]
ITEM 24	[illegible]	[illegible]	3.587	0.936	[illegible]	[illegible]
ITEM 25	[illegible]	[illegible]	3.836	0.893	[illegible]	[illegible]
ITEM 26	[illegible]	[illegible]	3.999	0.807	[illegible]	[illegible]
ITEM 27	[illegible]	[illegible]	3.168	1.156	[illegible]	[illegible]
ITEM 28	[illegible]	[illegible]	3.615	1.182	[illegible]	[illegible]
ITEM 29	[illegible]	[illegible]	2.360	1.385	[illegible]	[illegible]
ITEM 30	[illegible]	[illegible]	2.162	1.260	[illegible]	[illegible]
ITEM 31	[illegible]	[illegible]	3.273	1.181	[illegible]	[illegible]
ITEM 32	[illegible]	[illegible]	3.540	1.009	[illegible]	[illegible]
ITEM 33	[illegible]	[illegible]	3.995	1.014	[illegible]	[illegible]
ITEM 34	[illegible]	[illegible]	3.435	1.054	[illegible]	[illegible]
ITEM 35	[illegible]	[illegible]	3.285	1.232	[illegible]	[illegible]
ITEM 36	[illegible]	[illegible]	3.046	1.172	[illegible]	[illegible]

ITEM	K - 5 (N=2243) MEAN	K - 5 (N=2243) SD	6 - 8 (N=1294) MEAN	6 - 8 (N=1294) SD	9 - 12 (N=1724) MEAN	9 - 12 (N=1724) SD
ITEM 37	[illegible]	[illegible]	3.065	1.176	[illegible]	[illegible]
ITEM 38	[illegible]	[illegible]	2.604	1.324	[illegible]	[illegible]
ITEM 39	[illegible]	[illegible]	3.472	1.201	[illegible]	[illegible]
ITEM 40	[illegible]	[illegible]	3.360	1.282	[illegible]	[illegible]
ITEM 41	[illegible]	[illegible]	3.242	1.125	[illegible]	[illegible]
ITEM 42	[illegible]	[illegible]	3.759	0.918	[illegible]	[illegible]
ITEM 43	[illegible]	[illegible]	3.823	0.968	[illegible]	[illegible]
ITEM 44	[illegible]	[illegible]	3.741	1.033	[illegible]	[illegible]
ITEM 45	[illegible]	[illegible]	3.872	1.083	[illegible]	[illegible]
ITEM 46	[illegible]	[illegible]	3.548	1.083	[illegible]	[illegible]
ITEM 47	[illegible]	[illegible]	3.930	1.002	[illegible]	[illegible]
ITEM 48	[illegible]	[illegible]	3.856	1.041	[illegible]	[illegible]
ITEM 49	[illegible]	[illegible]	3.807	0.984	[illegible]	[illegible]
ITEM 50	[illegible]	[illegible]	2.560	1.319	[illegible]	[illegible]
ITEM 51	[illegible]	[illegible]	3.785	0.962	[illegible]	[illegible]
ITEM 52	[illegible]	[illegible]	3.409	1.142	[illegible]	[illegible]
ITEM 53	[illegible]	[illegible]	3.506	0.985	[illegible]	[illegible]
ITEM 54	[illegible]	[illegible]	3.044	1.156	[illegible]	[illegible]
ITEM 55	[illegible]	[illegible]	3.019	1.181	[illegible]	[illegible]
ITEM 56	[illegible]	[illegible]	3.463	1.095	[illegible]	[illegible]
ITEM 57	[illegible]	[illegible]	3.224	1.130	[illegible]	[illegible]
ITEM 58	[illegible]	[illegible]	2.967	1.262	[illegible]	[illegible]
ITEM 59	[illegible]	[illegible]	2.970	0.943	[illegible]	[illegible]
ITEM 60	[illegible]	[illegible]	2.581	1.159	[illegible]	[illegible]
ITEM 61	[illegible]	[illegible]	3.119	1.207	[illegible]	[illegible]
ITEM 62	[illegible]	[illegible]	2.948	1.140	[illegible]	[illegible]
ITEM 63	[illegible]	[illegible]	3.417	1.141	[illegible]	[illegible]
ITEM 64	[illegible]	[illegible]	2.904	1.162	[illegible]	[illegible]
ITEM 65	[illegible]	[illegible]	3.112	1.242	[illegible]	[illegible]
ITEM 66	[illegible]	[illegible]	2.798	1.319	[illegible]	[illegible]

Table 21

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR PRINCIPALS/ASSISTANT PRINCIPALS BY GRADE LEVEL SERVED AND ITEM

ITEM	K-5 (N=150) MEAN	K-5 (N=150) SD	6-8 (N=88) MEAN	6-8 (N=88) SD	9-12 (N=99) MEAN	9-12 (N=99) SD
ITEM 7	4.553	0.787	4.400	0.516	4.465	0.545
ITEM 8	3.920	0.955	3.871	0.870	3.800	1.000
ITEM 9	3.713	1.005	3.894	0.939	3.889	0.890
ITEM 10	2.480	1.542	2.512	1.453	2.778	1.508
ITEM 11	3.720	0.951	3.581	1.068	3.495	1.000
ITEM 12	3.907	1.000	3.988	0.711	3.939	0.911
ITEM 13	3.973	0.720	3.988	0.660	3.909	0.945
ITEM 14	4.300	0.660	4.256	0.617	4.040	0.945
ITEM 15	3.820	0.900	3.726	0.827	3.778	0.888
ITEM 16	4.100	0.654	4.221	0.640	4.000	0.842
ITEM 17	3.293	1.299	3.628	1.189	3.631	1.295
ITEM 18	4.146	0.951	4.023	1.017	3.778	1.107
ITEM 19	3.827	1.195	3.709	1.388	3.844	1.000
ITEM 20	4.280	0.901	4.291	0.795	4.239	0.910
ITEM 21	3.540	1.317	3.558	1.144	3.778	1.066
ITEM 22	4.113	0.926	3.953	1.057	4.051	0.947
ITEM 23	3.820	1.136	3.500	1.331	3.909	1.140
ITEM 24	4.000	0.908	4.000	0.822	4.152	0.920
ITEM 25	3.477	1.243	3.294	1.183	3.636	1.223
ITEM 26	3.773	0.859	3.619	0.710	3.600	0.775
ITEM 27	2.460	1.367	2.163	1.187	2.668	1.410
ITEM 28	2.077	1.340	2.244	1.255	2.369	1.328
ITEM 29	4.278	0.539	4.302	0.670	4.378	0.640
ITEM 30	4.278	0.858	4.326	0.622	4.234	0.875
ITEM 31	4.440	0.682	4.547	0.524	4.442	0.851
ITEM 32	4.027	0.899	3.929	0.818	4.000	0.886
ITEM 33	2.297	1.181	2.464	1.080	2.263	1.044
ITEM 34	3.816	0.930	3.824	0.941	4.032	0.786
ITEM 35	1.822	1.071	1.835	1.067	1.655	0.726
ITEM 36	3.987	0.954	3.953	0.962	4.277	0.802
ITEM 37	4.000	1.019	4.071	0.884	4.214	0.799

ITEM	K-5 (N=150) MEAN	K-5 (N=150) SD	6-8 (N=88) MEAN	6-8 (N=88) SD	9-12 (N=99) MEAN	9-12 (N=99) SD
ITEM 38	3.907	0.949	3.952	0.795	3.742	1.072
ITEM 39	4.120	0.797	4.241	0.691	4.101	0.775
ITEM 40	4.140	0.771	4.167	0.691	4.101	0.820
ITEM 41	4.080	0.777	4.107	0.640	4.117	0.801
ITEM 42	4.180	0.577	4.143	0.563	4.227	0.669
ITEM 43	4.360	0.677	4.464	0.630	4.343	0.782
ITEM 44	2.420	1.264	2.089	1.169	2.086	1.188
ITEM 45	4.360	0.699	4.365	0.595	4.340	0.681
ITEM 46	4.300	0.777	4.276	0.659	4.312	0.891
ITEM 47	4.120	0.837	4.035	0.715	3.949	0.776
ITEM 48	3.720	0.945	3.690	0.956	3.581	1.004
ITEM 49	3.600	1.074	3.494	0.999	3.539	0.914
ITEM 50	4.213	0.788	4.143	0.778	4.063	0.943
ITEM 51	4.360	0.777	4.330	0.707	4.443	0.840
ITEM 52	4.180	0.778	4.310	0.616	4.404	0.593
ITEM 53	4.020	0.858	3.920	0.824	3.980	0.890
ITEM 54	4.140	0.858	4.096	0.790	4.141	0.804
ITEM 55	2.807	1.301	2.795	1.288	2.689	1.325
ITEM 56	4.127	0.827	4.091	0.753	4.097	0.723
ITEM 57	4.000	2.000	3.977	0.816	3.884	0.797
ITEM 58	4.173	0.774	4.125	0.724	4.063	0.823
ITEM 59	3.553	1.055	3.591	0.990	3.689	1.075
ITEM 60	3.600	0.714	3.541	0.839	3.596	0.766
ITEM 61	3.564	1.053	3.442	1.036	3.415	0.966
ITEM 62	4.070	0.802	4.080	0.820	4.126	0.789
ITEM 63	3.900	0.908	3.830	0.913	3.832	0.964
ITEM 64	4.120	0.708	4.184	0.740	4.211	0.770
ITEM 65	3.814	0.909	3.818	0.891	3.790	0.849
ITEM 66	3.940	0.889	4.045	0.801	3.904	0.962
ITEM 67	3.522	1.141	3.575	1.019	3.617	1.089
ITEM 68	3.940	0.843	3.847	0.880	4.021	0.892

Table 22

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY GRADE LEVEL SERVED AND ITEM

	K-5 (N=184)		6-8 (N=117)		9-12 (N=125)		CENTRAL (N=189)	
ITEM	MEAN	SD	MEAN	SD	MEAN	SD	MEAN	SD
ITEM 6	3.727	0.967	3.783	1.024	3.508	1.149	3.918	0.977
ITEM 7	3.648	0.939	3.696	0.929	3.629	0.950	3.897	1.016
ITEM 8	3.878	0.923	3.755	0.950	3.571	0.979	3.977	0.970
ITEM 9	3.516	1.035	3.545	0.995	3.345	1.067	3.905	1.022
ITEM 10	3.899	0.919	3.982	0.954	3.943	0.975	4.301	0.827
ITEM 11	3.571	1.015	3.605	1.027	3.391	1.144	3.912	1.037
ITEM 12	3.490	0.859	3.440	0.925	3.226	1.018	3.940	0.995
ITEM 13	3.403	0.975	3.378	0.914	3.209	1.004	3.627	1.178
ITEM 14	3.874	0.884	3.879	0.982	3.699	0.972	4.133	0.908
ITEM 15	4.049	0.831	4.044	0.780	3.983	0.922	4.426	0.766
ITEM 16	4.236	0.698	4.157	0.756	4.205	0.727	4.514	0.678
ITEM 17	3.967	1.020	3.835	1.059	3.858	0.990	4.181	0.949
ITEM 18	3.808	0.861	3.818	0.940	3.593	1.085	4.288	0.816
ITEM 19	4.230	0.820	4.183	0.884	4.205	0.941	4.594	0.668
ITEM 20	3.578	0.921	3.522	1.036	3.587	1.050	3.881	1.015
ITEM 21	3.128	1.231	3.209	1.158	3.348	1.147	2.331	1.234
ITEM 22	3.376	1.063	3.257	1.092	3.050	1.226	3.785	0.974
ITEM 23	3.337	1.063	3.321	1.067	3.279	1.173	3.814	0.994
ITEM 24	2.255	1.116	2.333	1.193	2.415	1.282	1.783	1.044
ITEM 25	3.929	1.064	3.788	1.022	3.595	1.166	4.076	0.906
ITEM 26	3.663	1.104	3.532	1.182	3.442	1.275	4.038	0.983
ITEM 27	4.000	0.978	3.888	0.911	3.779	0.949	4.348	0.727
ITEM 28	3.758	0.934	3.591	1.034	3.550	1.157	4.085	0.967
ITEM 29	3.497	1.027	3.414	0.979	3.355	1.091	3.665	1.079
ITEM 30	3.208	1.165	3.196	1.047	3.017	1.137	3.739	1.139
ITEM 31	3.588	0.975	3.561	0.992	3.398	0.967	4.114	0.747
ITEM 32	3.555	1.016	3.527	1.039	3.417	1.132	4.016	0.992
ITEM 33	3.210	1.241	3.263	1.241	3.131	1.228	3.828	1.051
ITEM 34	3.082	0.760	3.019	0.945	2.993	0.886	3.549	0.882
ITEM 35	2.956	1.157	2.965	1.101	2.909	1.204	3.552	1.067
ITEM 36	3.407	1.056	3.483	1.034	3.430	1.168	4.021	0.984
ITEM 37	3.124	1.058	3.132	1.069	2.983	1.101	3.793	1.061
ITEM 38	3.775	0.923	3.678	0.923	3.446	1.102	4.102	0.858
ITEM 39	3.162	1.078	3.043	0.995	2.857	1.045	3.689	1.036
ITEM 40	3.271	1.130	3.330	1.094	3.055	1.225	3.783	1.038
ITEM 41	2.983	1.268	3.078	1.210	2.912	1.348	3.587	1.225

Table 23

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR PRINCIPALS/ASSISTANT PRINCIPALS BY TYPE OF RESPONDENT AND ITEM

ITEM	ASSISTANT PRINCIPAL (N=157) MEAN	SD	PRINCIPAL (N=189) MEAN	SD	ITEM	ASSISTANT PRINCIPAL (N=157) MEAN	SD	PRINCIPAL (N=189) MEAN	SD
ITEM 7	4.381	0.677	4.385	0.681	ITEM 38	3.728	0.967	4.005	0.915
ITEM 8	3.753	0.931	3.882	0.920	ITEM 39	4.085	0.769	4.265	0.759
ITEM 9	3.805	0.929	3.781	1.016	ITEM 40	4.072	0.844	4.231	0.637
ITEM 10	2.481	1.379	2.316	1.388	ITEM 41	4.033	0.790	4.129	0.716
ITEM 11	3.716	0.972	3.556	1.011	ITEM 42	4.318	0.725	4.254	0.621
ITEM 12	3.968	0.801	3.931	0.821	ITEM 43	4.430	0.598	4.259	0.779
ITEM 13	4.010	0.739	3.995	0.739	ITEM 44	2.130	1.453	2.308	1.301
ITEM 14	4.252	0.653	4.324	0.651	ITEM 45	4.329	0.636	4.432	0.623
ITEM 15	3.687	0.818	3.771	0.863	ITEM 46	4.253	0.736	4.398	0.668
ITEM 16	4.083	0.823	4.165	0.780	ITEM 47	4.007	0.658	4.076	0.655
ITEM 17	3.452	1.177	3.293	1.322	ITEM 48	3.639	1.006	3.620	0.927
ITEM 18	4.038	1.002	4.053	0.952	ITEM 49	3.477	0.974	3.532	1.020
ITEM 19	3.647	1.284	3.936	1.182	ITEM 50	4.120	0.835	4.179	0.779
ITEM 20	4.308	0.769	4.170	0.903	ITEM 51	4.312	0.678	4.378	0.739
ITEM 21	3.747	1.112	3.620	1.150	ITEM 52	4.290	0.694	4.378	0.638
ITEM 22	4.074	0.922	4.151	0.912	ITEM 53	3.890	0.857	3.872	0.924
ITEM 23	3.642	1.193	3.750	1.193	ITEM 54	4.205	0.724	3.880	0.942
ITEM 24	3.943	0.826	4.182	0.771	ITEM 55	3.078	1.234	2.604	1.385
ITEM 25	3.701	1.069	3.294	1.309	ITEM 56	4.110	0.794	4.106	0.780
ITEM 26	3.369	0.745	3.750	0.659	ITEM 57	3.936	0.822	3.878	0.890
ITEM 27	2.742	1.395	2.367	1.299	ITEM 58	4.103	0.821	4.154	0.733
ITEM 28	2.561	1.349	2.426	1.320	ITEM 59	3.538	1.041	3.522	1.036
ITEM 29	4.284	0.754	4.303	0.773	ITEM 60	3.559	0.795	3.478	0.807
ITEM 30	4.229	0.782	4.330	0.707	ITEM 61	3.334	0.930	3.470	1.084
ITEM 31	4.452	0.618	4.473	0.616	ITEM 62	4.089	0.850	4.080	0.768
ITEM 32	3.955	0.994	4.027	0.903	ITEM 63	3.783	0.989	3.878	0.834
ITEM 33	2.270	1.104	2.294	1.124	ITEM 64	4.159	0.772	4.219	0.696
ITEM 34	3.815	1.008	3.883	0.906	ITEM 65	3.752	0.917	3.855	0.854
ITEM 35	1.697	0.835	1.849	1.080	ITEM 66	3.942	0.882	3.984	0.886
ITEM 36	4.105	0.804	4.021	0.933	ITEM 67	3.667	1.086	3.468	1.106
ITEM 37	4.169	0.929	4.048	0.912	ITEM 68	3.942	0.870	3.941	0.904

Table 24

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY TYPE OF RESPONDENT AND ITEM

	Asst/Assoc Superintendent (N=20)		Coordinator (N=5)		Counselor (N=166)		Library/Media Specialist (N=169)		Observer/ Evaluator (N=19)		Psychologist (N=24)	
ITEM	MEAN	SD	MEAN	SD	MEAN	SD	MEAN	SD	MEAN	SD	MEAN	SD
ITEM 6	3.850	0.596	4.000	1.414	3.718	1.015	3.735	1.034	4.737	0.452	3.130	1.180
ITEM 7	3.947	0.970	4.200	0.837	3.747	0.993	3.536	0.934	4.421	0.507	3.125	1.116
ITEM 8	3.789	0.855	4.400	0.894	3.847	1.010	3.730	0.876	4.579	0.507	3.286	0.956
ITEM 9	3.842	0.898	4.400	0.894	3.468	1.028	3.490	1.083	4.474	0.772	3.048	0.973
ITEM 10	4.684	0.478	4.000	1.414	3.994	0.972	3.934	0.895	4.895	0.315	3.364	1.177
ITEM 11	4.000	1.364	4.000	1.414	3.583	1.085	3.500	1.072	4.737	0.452	2.864	1.356
ITEM 12	4.300	0.696	4.400	0.894	3.443	0.922	3.336	1.005	4.263	0.733	3.000	1.029
ITEM 13	4.100	0.912	3.800	1.304	3.365	0.895	3.254	1.028	2.684	1.455	2.944	0.998
ITEM 14	4.400	0.598	4.400	0.894	3.871	0.872	3.710	1.013	4.632	0.761	3.684	0.946
ITEM 15	4.750	0.444	4.600	0.548	4.031	0.839	4.012	0.838	4.895	0.315	3.591	1.182
ITEM 16	4.684	0.478	4.600	0.894	4.148	0.785	4.235	0.641	4.895	0.315	4.136	0.834
ITEM 17	4.105	0.994	4.600	0.548	4.067	0.900	3.738	1.140	4.579	0.507	3.545	1.184
ITEM 18	4.200	0.598	4.400	0.894	3.808	0.936	3.663	0.982	4.889	0.323	3.409	1.221
ITEM 19	4.550	0.510	4.800	0.447	4.525	0.772	4.077	0.922	5.000	0.000	4.167	1.007
ITEM 20	4.158	0.672	4.200	0.837	3.567	1.042	3.506	0.962	4.737	0.452	3.087	1.203
ITEM 21	1.900	0.852	2.500	1.000	3.260	1.248	3.202	1.166	1.368	0.955	3.591	1.221
ITEM 22	3.850	0.745	3.600	1.517	3.139	1.118	3.223	1.098	4.421	0.607	3.130	1.058
ITEM 23	3.850	0.745	3.600	1.517	2.931	1.229	3.248	1.101	4.667	0.485	2.955	1.253
ITEM 24	1.300	0.571	2.000	1.414	2.556	1.230	2.412	1.189	1.053	0.229	2.636	1.364
ITEM 25	4.200	1.056	3.600	1.140	3.820	1.095	3.641	1.099	4.737	0.452	3.318	1.460
ITEM 26	4.100	1.071	4.000	1.000	3.472	1.115	3.370	1.211	4.684	0.478	3.130	1.140
ITEM 27	4.450	0.605	4.200	1.304	3.902	0.886	3.922	0.809	4.789	0.419	3.917	0.717
ITEM 28	4.316	0.582	4.200	0.837	3.637	1.087	3.731	0.978	4.632	0.597	3.500	1.012
ITEM 29	3.526	1.073	3.500	0.577	3.288	1.171	3.521	0.939	4.368	0.831	3.227	1.066
ITEM 30	3.800	1.005	4.000	1.414	3.119	1.128	3.194	1.053	4.842	0.501	2.682	1.041
ITEM 31	3.947	0.705	4.200	0.837	3.481	0.996	3.497	0.956	4.632	0.597	3.273	0.767
ITEM 32	4.100	0.788	4.200	1.304	3.410	1.077	3.415	1.027	4.842	0.375	3.250	0.944
ITEM 33	3.950	0.945	4.400	0.894	3.220	1.228	3.114	1.213	4.579	0.692	3.167	1.204
ITEM 34	3.579	0.929	3.400	1.140	3.002	0.980	3.026	0.811	4.368	0.502	3.048	0.973
ITEM 35	3.900	0.968	3.600	1.140	2.778	1.145	2.830	1.146	4.500	0.811	2.792	1.103
ITEM 36	4.053	0.780	3.800	1.304	3.429	1.091	3.345	1.061	4.737	0.452	3.208	1.103
ITEM 37	3.750	0.970	4.000	1.414	3.096	1.091	3.018	1.090	4.611	0.502	2.792	1.141
ITEM 38	4.150	0.587	4.600	0.548	3.646	0.987	3.611	0.968	4.842	0.375	3.458	0.932
ITEM 39	3.700	0.979	3.800	0.837	3.012	1.045	3.037	0.978	4.611	0.502	2.958	0.999
ITEM 40	3.950	0.916	4.000	1.000	3.256	1.127	3.157	1.191	4.556	0.511	3.125	1.035
ITEM 41	3.684	1.204	4.000	1.414	3.012	1.284	2.940	1.251	4.632	0.597	2.545	1.335

Table 24 (Continued)

OPINION SURVEY MEANS AND STANDARD DEVIATIONS FOR CENTRAL OFFICE/SPECIAL POPULATIONS BY TYPE OF RESPONDENT AND ITEM

	Social Worker (N=9)		Speech & Hearing Therapist N=54)		Supervisor (N=24)		Other CO Staff (N=121)		Teacher-Other (N=10)	
ITEM	MEAN	SD	MEAN	SD	MEAN	SD	MEAN	SD	MEAN	SD
ITEM 6	4.375	0.518	3.722	0.940	3.478	1.229	3.880	0.911	2.900	1.101
ITEM 7	3.556	1.014	3.722	0.940	3.957	1.024	3.949	0.856	3.400	1.350
ITEM 8	4.143	0.690	3.750	0.947	4.045	0.999	3.817	1.011	3.556	1.236
ITEM 9	4.000	0.577	3.681	0.935	3.739	0.964	3.760	1.047	3.400	1.265
ITEM 10	4.111	0.928	4.038	0.839	4.273	0.703	4.119	0.869	4.200	0.422
ITEM 11	4.250	0.707	3.660	0.979	3.696	1.146	3.769	1.012	3.700	0.675
ITEM 12	4.167	0.753	3.386	0.754	3.913	1.083	3.786	1.026	3.200	0.919
ITEM 13	4.000	0.632	3.227	0.774	3.826	0.998	3.767	1.021	2.900	0.876
ITEM 14	3.875	1.126	4.021	0.838	3.826	1.071	4.108	0.878	3.500	0.849
ITEM 15	4.500	0.535	4.056	0.787	4.391	0.656	4.359	0.725	4.100	0.876
ITEM 16	4.714	0.488	4.241	0.671	4.478	0.593	4.429	0.671	3.900	1.101
ITEM 17	4.500	0.756	4.130	0.953	4.217	0.902	4.068	0.907	4.100	1.449
ITEM 18	4.750	0.463	3.642	1.002	4.261	0.810	4.169	0.777	4.000	0.471
ITEM 19	4.875	0.354	4.222	0.861	4.565	0.590	4.513	0.758	4.100	0.876
ITEM 20	4.375	1.061	3.500	1.076	3.913	0.974	3.822	0.883	3.500	0.850
ITEM 21	3.000	1.309	3.020	1.237	3.130	1.329	2.566	1.231	2.400	0.966
ITEM 22	3.625	1.061	3.566	1.118	3.565	1.053	3.669	1.046	3.500	0.707
ITEM 23	3.750	1.035	3.370	1.121	3.739	1.137	3.729	0.940	3.600	0.699
ITEM 24	2.000	1.309	2.151	1.099	1.957	0.976	2.043	1.125	2.400	1.174
ITEM 25	4.250	0.463	3.741	0.915	4.174	0.937	3.923	0.863	4.000	0.667
ITEM 26	4.143	0.690	3.755	0.939	4.217	0.834	3.908	0.991	3.400	1.075
ITEM 27	4.000	1.155	3.889	0.718	4.522	0.511	4.182	0.913	4.100	0.876
ITEM 28	4.000	1.225	3.529	0.902	4.130	1.029	3.870	1.120	3.900	1.101
ITEM 29	3.667	1.000	3.481	0.966	3.739	0.964	3.681	1.025	3.900	1.370
ITEM 30	3.375	1.408	3.212	1.035	3.739	1.096	3.546	1.072	3.200	1.317
ITEM 31	4.000	0.866	3.765	0.862	4.000	0.834	3.982	0.910	4.000	0.471
ITEM 32	3.875	1.126	3.596	1.034	3.826	1.029	3.741	1.135	3.700	0.823
ITEM 33	4.000	1.309	3.491	1.154	3.826	1.167	3.567	1.150	3.500	1.080
ITEM 34	3.375	0.744	3.102	0.770	3.391	0.891	3.306	0.901	3.100	0.471
ITEM 35	3.500	1.309	3.226	1.120	3.391	1.196	3.345	1.165	2.900	0.422
ITEM 36	3.875	1.126	3.377	1.042	3.826	1.029	3.798	1.094	3.500	1.080
ITEM 37	3.375	1.188	3.180	0.983	3.739	1.096	3.703	1.024	3.200	1.135
ITEM 38	4.125	0.991	3.846	0.777	4.000	0.834	3.899	0.995	3.900	0.316
ITEM 39	3.500	1.069	3.365	1.048	3.739	1.096	3.379	1.124	3.200	1.075
ITEM 40	4.125	0.991	3.373	1.058	3.826	1.029	3.612	1.163	4.000	1.054
ITEM 41	4.000	1.069	3.208	1.230	3.739	1.214	3.275	1.230	3.200	1.317